

EXHIBIT 12

Open Letter from
Business Community



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Workplaces Value DEI

New Hampshire Businesses for Social Responsibility stands in opposition to language of House Bill 544, An Act Relative to the propagation of divisive concepts, which is now amended to the budget in HB 2. Our vision, *New Hampshire will thrive when we engage the power of business and our people to build a sustainable and prosperous state for all*, inspires us to stand together to achieve our best. The ambiguous language of HB 544 included in the budget amendment may appear to be supportive of diversity, equity and inclusion (DEI), but its intent is to restrict businesses that contract with the state and organizations receiving funding from the state, from offering DEI training to employees as they deem appropriate.

We know that diversity and inclusion build workplace cultures that thrive because of the innovative ideas and supportive environment that are built on inclusion. We invite **businesses, nonprofits and educational institutions** around the state to sign onto this letter and raise your voice in support of open and honest exploration of racism and sexism, and in **opposition** to the restrictions within HB 544's language and its inclusion in the House Budget.

Add your business or organization as a signatory to the following letter ...

An Open Letter Opposing the Language of House Bill 544 to:

State Representatives

State Senators

Governor Christopher T. Sununu

New Hampshire businesses have been challenged on many levels throughout the pandemic, but the resiliency, loyalty and creativity of our employees have been the critical factors in our ability to survive. We believe that if enacted HB 544, An Act Relative to the propagation of divisive concepts, will have a chilling impact on our workplaces and on the business climate in New Hampshire, and we raise our voices in opposition to it. Our experience has shown that:

- Diverse and inclusive work environments support innovative thinking and problem solving. We value the opportunities that arise from different perspectives and open-minded inquiry. The success of New Hampshire businesses depends on the ability to attract diverse generational, gender and racial employee groups at all levels within our organizations, and we must constantly work to create an environment that makes all employees feel empowered in their roles.
- Our businesses, large and small, have seen that inclusive work environments dramatically increase employee retention, which directly impacts our financial bottom line. Inclusive work environments must be fostered, including enabling open and honest discussions about racism and sexism, implicit bias and how we can eliminate structural racism.
- As a geographically small state, we constantly compete with neighboring states to attract the best talent. Creating the image that New Hampshire is regressive and intolerant puts us at an economic disadvantage.
- We value each of our employees and their diverse backgrounds. We strive to foster an environment that lifts the human spirit and helps individuals to achieve their fullest potential within our workplaces and our communities. This bill would diminish our ability to do so.

House Bill 544 is antithetical to all of these principles. The now-rescinded federal executive order that this bill seems to emulate was rightly opposed by business groups including the US Chamber of Commerce. HB 544 would not only harm the ability of New Hampshire businesses to be competitive, it would severely harm the state's image as business-friendly, since it stifles the ability of organizations who do business with the state to foster diverse workforces as they see fit.

It is important to explore, inquire and learn from our past as we move to the future. We cannot shy away from Diversity, Equity and Inclusion training. It is critical to our understanding and ability to build strong workplaces.

We believe that New Hampshire is poised to thrive as we emerge from the pandemic. HB 544's language will stymie the brand image of our businesses as well as the state's innovative spirit and economic opportunities. We believe that HB 544 disadvantages our businesses and tarnishes New Hampshire's future.

We strongly urge you, our elected representatives, to protect the state, its people, and its businesses from this dangerous and damaging legislation.

Bolded text indicates >100 employees

36 Creative	Dimentech, LLC	Meredith Village Savings Bank	Racial Unity Team
350 New Hampshire	Disability Rights Center - NH	Meridan Congregational	Ragged Mountain Equipment

603 Forward	DMS Remodelers	Church	
900 Degrees	Dover Children's Home	Mindful Making & Design	Rain for the Sahel and Sahara
ABLE NH	Easterseals NH, VT, ME & Farnum	MLK and Company	Rakowsky Meditation
Adimab, LLC	Economic Justice Mission Group, NH Conference Church of Christ	Molan Law Offices, PLLC	READ TO ME Literary Arts
AGG Consulting	EcoPhotography LLC	Monadnock Conservancy	Reaching Higher NH
AHEAD, Inc.	Educating for Good	Monadnock Food Co-op	Resilient Buildings Group, LLC
Aileen Dugan State Farm Insurance	Erin McCabe Wellness	Monadnock Interfaith Project	ReVision Energy
Alexandra Chan Photography	Families in Transition	Morneau Law	Reis & Kirkland PLLC
Allgood Strategies LLC	Fat Peach Farm, LLC	Mountain Shadow Adventures	Resilient Buildings Group, Inc.
Altus Engineering	Fidelity Investments	NAMI New Hampshire	Revolution
American Friends Service Committee - NH Program	Flamingos Coffee Bar	Nashua Soup Kitchen & Shelter, Inc.	Richardson Media Group
Ammonoosuc Conservation Trust	Foothills Physical Therapy	Natural Dharma Fellowship	Rights & Democracy NH
Amoskeag Health	Forteng Designs	Naturesource Communications	Rippleeffect Consulting LLC
Amy Conley Music	Frontyard Law, PLLC	Neighborhood Access	Rocket Science Rowing
Anastasia's Table, LLC	Gale River Motel	NeighborWorks Southern NH	Rooted by Stacey, LLC
Appalachian Mountain Club	Garland Mill	NEMO Equipment	RSG
Arts in Reach	Gateways Community Services	New Directions Collaborative	Saint Anselm College
Ascentria Care Alliance	Gibson's Bookstore	New Fellowship Baptist Church	Sarah K. Benning Studios
Atlantic Media Productions	Global Citizens Circle	New Futures	Savings Bank of Walpole
Backyard Concept, LLC	Global Round Table Leadership	New Hampshire Alliance for Healthy Aging	School Administrative Unit 50
Ballantine Partners, LLC	GoodWork	New Hampshire Audubon	Seacoast NH Permaculture
BCM Environmental & Land Law, PLLC	Granite Backcountry Alliance	New Hampshire Business Committee for the Arts	Shaheen & Gordon, P.A.
Beechleaf Design	Granite Bay Connections	New Hampshire Businesses for Social Responsibility	Sheehan Phinney
Bernstein Shur	Granite Outdoor Association	New Hampshire Center for Nonprofits	Sheldon Pennoyer Architects
Bi-State Primary Care Association	Granite State College	New Hampshire Charitable Foundation	Shire Digital
Bill Maddocks Consulting	Granite State Independent Living	New Hampshire Coalition to End Homelessness	Shtudy
Blasty Bough Brewing Company	Granite State Oral Surgery, PLLC	New Hampshire College and University Council	Slingshot Ent.
Boloco	Granite State Organizing Project	New Hampshire Community Action Partnerships	Society for the Protection of New Hampshire Forests
		New Hampshire Community Loan Fund	SOS Recovery Community Organization

Bona Fide Green Goods	Granite United Way	New Hampshire Council on Developmental Disabilities	South Central Public Health Network
Brewbakers	Greater Nashua Area Branch NAACP	New Hampshire Land Trust Coalition	Southern New Hampshire University
Brewster Academy	Greater Seacoast Community Health	New Hampshire Legal Assistance	Square Properties
Brown & Company Design	Hanover Co-op Food Stores & Auto Service Centers	New Hampshire Mutual Bancorp	St. Joseph Hospital
Bruss Construction Management	Harvard Pilgrim Health Care Foundation	New Hampshire News Views & Blues	St. Paul's School
Burton Strategies	Heartwood Media	New Hampshire Peace Action	Sterndale Strategic LLC
Business Decision Services	Henry Whipple House	New Hampshire Psychiatric Society	Stibler Associates
C & S Wholesale Grocers, Inc.	Homefree, LLC	New Hampshire Public Health Association	Stonyfield Organic
Caldwell Law	HR State Council of New Hampshire	New Hampshire Rivers Council	Stratus Telecom LLC
Campus Compact for New Hampshire	Hvizda Realty Group	New Hampshire Trust Company	Sunrise Labs
Centerbury Center Bed and Breakfast LLC	Hypersoft, Inc.	New Hampshire Womens Foundation	Sunset Hill Educational Institute
Canterbury Shaker Village	Hypertherm, Inc.	New Hampshire Youth Movement	Sustainable Futures Consulting
Capitol Area Public Health Network	Image 4	New Sky Productions	Sweaty Turtle Entertainment
Carroll County Coalition for Public Health	ISR with Deb Rossetti	NFI North	Synchrony Advisors, LLC
Carsey School of Public Policy, UNH	JLA Analytics, LLC	Nixon Peabody	The Black History Trail of New Hampshire
Cayena Capital Management, LLC	JSA Design	Norris Cotton Cancer Center	The Cohen Center for Holocaust & Genocide Studies
Center for Women & Enterprise	John Benford Photography LLC	North Country Climbing Center	The Collector's Eye
Centrus Digital	Kate Johnson, Consultant	Northeast Delta Dental	The Duprey Companies
Chapel+Main Brewpub	Keene State College	Northeast Organic Farming Association of New Hampshire	The Edgewood Centre
Cheshire County TV	Kieschnick Consulting Services	Northroad Wood Signs	The Front Door Agency
Cheshire Garden	Kilwins Portsmouth	Northwood Congregational Church	The Nature Conservancy
Cheshire Housing Trust	Kimball Union Academy	Organizational Ignition	The Nutrition Counseling Center
Cheshire Medical Center	Lakes Region Community Developers	Owl & Pen LLC	The University of New Hampshire
City Year New Hampshire	Lamprey Health Care	Oyster River Cooperative School District	Throwback Brewery
Clean Water Action	League of Conservation Voters	Partnered Success College & Life Skills Coaching	Timberland

Colby-Sawyer College Community Action Partnership of Strafford County	Littleton Food Co-op	Penumbra	T.L. Hill Group
	Live Free Heating & Cooling	PeopleSense Consulting	TOP Wellness Inc.
Concord Food Co-op	Lucky's Coffee Garage	Perform Well	Tufts Health Plan & Tufts Health Plan Foundation
Concord School District	Luminta, LLC	Performance Imaging, Inc.	United Way of Greater Nashua
Conservation Law Foundation	MacDowell	Persimmon Consulting, LLC	University of New Hampshire Franklin Pierce School of Law
Contract Support Group	Mack Hill Riding Academy LLC	Pete & Gerry's Organics	Upper Merrimack Watershed Association
Convergent Technical Solutions LLC	MAKE Architects	Petersen Engineering	Velcro USA Inc
Cornerstone Financial Planning	Manchester Community Action Coalition	Pierce Atwood, LLP	Vida Cantina
Cornerstone Tree Care	Mascoma Bank	Placework	W.S. Badger & Company
CUP OF JOE	MasterPeace Massage	Plymouth State University	Watson International Consulting
Darkfin Studios	MAYO Design	Portsmouth Music and Arts Center	West Central Behavioral Health
Dartmouth College	McLane Middleton, PA	Portsmouth School Board	Wheelhouse Web Solutions
Dartmouth-Hitchcock Health	McLean Communications	Prime Buchholz	Worthen Industries
David Baum Associates	MegaFood	Prince Communications	Yahso Jamaican Grille
Davis Pinney Inc.		Proximity Lab	Yankee Publishing
Deep Blue Compass			YWCA New Hampshire

[Add your company or organization to this letter](#)

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P.O. Box 3562, Concord, NH 03302-3562. Phone: 603.391.7437

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